

WORKFORCE DEVELOPMENT COUNCIL

Minutes of June 6, 2001

Chair Karen McGee called the Council to order at 9:00 a.m. She recognized alternates for Council members—Mike Rush for Dr. Fitch, Jay Engstrom for Gary Mahn and Stephanie Witt for Dr. Ruch. Chair McGee introduced Allison McClintick, staff from Governor Dirk Kempthorne's office.

Consent Agenda (Transmittals #1, #2, and #3)

Karl Kurtz moved and Mark Briggs seconded to accept the consent agenda, including the minutes of the March 19, 2001 meeting, the Amendment to the State Plan, the Local Plan Modifications, and the Department of Labor Special Administrative Fund proposal. The motion passed unanimously. Roger Madsen abstained.

Service Delivery by Local *IdahoWorks* Board Staffing Organizations (Transmittal # 4)

A handout was provided outlining the background of decisions relating to the Council's policy of service delivery by organizations that staff local *IdahoWorks* Boards. Chair McGee noted that the Council had agreed to allow two local organizations that staff local Boards (Regions I and III) to continue to operate during the first year of WIA and that a continuation for the second Program Year (2001) was approved at the last Council meeting, in order to provide additional time for local systems to make alternative arrangements. Because of the schedule for local areas to plan and prepare for Program Year 2002, this issue needs to be addressed and finalized at this meeting. Transmittal #4 outlined two options for consideration by the Council. The first option would rescind the existing interim policy and prohibit organizations that staff the Board from delivering services. The second would extend the interim policy for the duration of the Five-Year Plan (through June, 2005).

Chair McGee welcomed Jim Deffenbaugh, Executive Director of the Panhandle Area Council (PAC) who requested an opportunity to make comments regarding this issue. Mr. Deffenbaugh indicated PAC has been involved with employment and training programs for over 20 years, dating back to CETA and JTPA. He explained that Region I's employment and training programs are very closely and successfully linked with their economic development programs, and that PAC has used its contracts under economic development grants to leverage jobs for WIA participants. He added the contracts require that jobs must be developed for low or moderate income people and that PAC has used their role as a WIA service provider to establish First Source Hiring Agreements with the contractor and to identify and refer eligible individuals to job openings. According to Mr. Deffenbaugh, some of their economic development funding streams require PAC to deliver WIA services as a condition of receiving the funds, and if this requirement of the

loan were shifted to another WIA provider, that provider would have to assume liability for repayment of the loan if the terms and conditions were not met.

Following lengthy Council discussion, **Jerry Beck moved to extend the interim policy for one additional year to provide additional time for Region I to come into compliance with the Council policy prohibiting Board staffing organizations from delivering services; motion seconded by Dave Whaley.**

Bob Aldridge, representing Region III, requested an opportunity to address the Council before they acted on the motion.

The motion was withdrawn.

Mr. Aldridge, member of the Region III Board and Chair of the One-Stop Center Committee, gave a brief history of Ida-Ore's involvement in employment and training programs going back more than 20 years. Ida-Ore's focus is on rural customers and older workers. They have not identified any other providers that could serve these segments as cost effectively. Mr. Aldridge registered a concern that the leverage between WIA services and Senior Community Service Employment Programs, which Ida-Ore also operates, might be lost if Ida-Ore can no longer deliver WIA services. He encouraged the Council to consider allowing the organization to continue to deliver services with an adequate firewall in place.

Bob Barber, Executive Director for Region III WorkSOURCE Board, spoke on behalf of Nancy Vannorsdel. Mr. Barber said the Board staff and the Ida-Ore service delivery staff are separate; the Board staff does not provide the services, and he has no direct authority over the service delivery staff.

Following additional discussion on the issue, **Dave Whaley moved that the Council postpone this decision and act upon it after lunch. Motion died for lack of a second.**

Jerry Beck moved that the Council accept Recommendation 1 in Transmittal #4, that rescinds the existing interim policy and prohibits organizations that staff local Boards from delivering services, effective July, 2002. Mark Briggs seconded the motion. Motion carried. Roger Madsen abstained.

Barbara Adolay, Bureau of Apprenticeship and Training

Barbara Adolay, State Director for Bureau of Apprenticeship and Training (USDOL/ETA) presented an overview of the registered apprenticeship system in Idaho. This included a definition of registered apprenticeship (a combination of structured on-the-job training with planned related classroom training) and an outline of how a business, association or union/management program becomes registered with USDOL. She mentioned that all apprentices are employed during the time of the apprenticeship and wages are increased as the worker becomes more productive.

Apprentices benefit from participating in a registered program by becoming fully skilled in an occupation that is in demand, by being able to earn competitive wages the entire time they train and by receiving nationally recognized skill certification when they complete. The employer benefits as well by implementing a customized training program (at no cost) and by building and maintaining a pool of skilled workers. There are over 300 registered programs in Idaho, training more than 1300 apprentices in a variety of industries and occupations.

For more information she suggested the website: <http://bat.doleta.gov>

School to Work Progress Report (Transmittal #5)

Deferred, due to time constraints.

Center for Workforce Leadership

Susan Berning, with the Center for Workforce Leadership in Boise, provided an overview of the Center's efforts. She reported that the Center is a regional foundation that promotes and encourages programs and partnerships that prepare today's student for tomorrow's workplace and provides leadership to the emerging workforce development system for business and education. Susan stated that the Center has been focusing on what is currently going on in communities to identify gaps/duplication and has found more gaps in needed services than duplication. She also noted that School To Work, which funds the Center, has experienced a funding shortfall, which may affect future Center activities.

In response to a question about how the Center's efforts differ from those of the local Youth Councils, Susan commented that it was her belief that Youth Council activities are more targeted toward out of school youth, whereas the Center's efforts are directed toward all youth K-12.

Report by Region III

Bob Barber, Executive Director of the Region III WorkSOURCE Board, noted that at the last Workforce Development Council meeting the Council voted to withhold the \$10,000 of continuous improvement funds, until Region III could satisfy the Council's concerns regarding their region's marketing plan and participation in the statewide *IdahoWorks* system. Based on suggestions from Council Chair Karen McGee, the Region III WorkSOURCE Board has made the following changes to better align Region III with the statewide mission of the Council:

1. WorkSOURCE forms and marketing will include "An *IdahoWorks* Board", and the *IdahoWorks* logo where applicable.
2. Branding the One-Stop system for Region III as the *IdahoWorks* system.
3. Support the unified, statewide marketing of *IdahoWorks*.

Bob indicated that the changes would better integrate Region III with the statewide *IdahoWorks* system and Karen agreed that these changes were consistent with her suggestions.

Karl Kurtz moved and Emma Gebo seconded to accept the changes by Region III and to award the region the \$10,000 of continuous improvement funds. Motion passed unanimously.

Idaho Child Care Program State Plan (Transmittal # 6)

Because of time constraints, there was no presentation on the Idaho Child Care Program State Plan. The purpose of the review by the Council was to gather comments on the plan. LaDonna Larson with the Department of Health and Welfare answered questions from the Council members regarding the plan. The ICCP State plan specifies that the state does not have licensure requirements for family child care providers. Additional clarification was requested regarding the reason for this. The requirements for ICCP providers specify that they must meet state and local (if any) licensure requirements and the ICCP health and safety requirements. There are no state licensure requirements for family child care providers, so family child care providers must meet only the ICCP health and safety requirements. The local health districts do the health and safety inspections for the Idaho Child Care program.

Additional information was also requested on the before and after school programs funded under ICCP. It was clarified that this state plan provides for a second year of funding for the existing before and after school programs. Initially, a statewide RFP was issued with the plan that there would be one successful bidder chosen in each region. The funding cap for these programs was \$70,000 per region. The initial RFP required that the program be developed with the understanding that it would become self-sustaining. The second year of funding provided was approximately \$30,000 per program with the understanding that the expectation was that the program become self-sustaining. It was clarified that these providers were private entities.

Improving the Quality of Career Guidance and Planning (Transmittal #7)

Mike Rush, Administrator, Division of Professional-Technical Education, addressed the Council on Improving the Quality of Career Guidance and Planning. Career guidance promotes a well-prepared, effective workforce. Students learn about work through career guidance. It is most effective as a team effort with teachers, counselors, business partners and parents. When asked, "Who influenced your career choice the most?" 84% of high school seniors surveyed said "Parents". Partnerships are critical when trying to reach parents. Parents respect information from business and industry particularly when it comes to careers. *American Careers*, a career guidance magazine is distributed to 22,000 Idaho eighth grade students. The Division of Professional-Technical Education has provided funding for this project for several years. *American Careers* has recently published a special edition for parents. This is a career guidance tool that can provide parents information as they guide their children in making decisions and planning for

future career areas. Dr. Rush asked the Council about their interest in this effort and suggested that the state partners might explore ways to fund this activity. The Council indicated an interest to explore this area further and also mentioned that the Regional Youth Councils might be a good source of funding for this activity.

New Business

There was discussion regarding the date for the next Council meeting. Ruth Rathbun suggested combining the next meeting with the Western Governor's conference in Coeur d'Alene on Tuesday after 9:30 a.m., August 14, following the conference for one-half day or a whole day.

Afternoon Roundtable

The afternoon session began with updates from each of the six regions. The remainder of the afternoon was a facilitated roundtable discussion, led by Richalene Kozumplik, Accelerating Higher Achievements Consulting, on "The New Work of Boards – Moving a Board from Management to Leadership One Success at a Time".

Attendance:

Workforce Development
Council
June 6, 2001

Council Members:

Steve Ahrens
Jerry Beck
Mark Briggs
Richard Cortez
Coleen Erickson
Mike Rush for Greg
Fitch
Millie Flandro
Emma Gebo
Marilyn Howard
Karl Kurtz
Roger Madsen
Jay Engstrom for Gary
Mahn
Karen McGee
Ruth Rathbun
Shirley Stensgar
(absent)
Stephanie Witt for
Charles Ruch
Shirley Silver
Dave Whaley
Dick Juengling

Guests:

Toni Acarregui-Gable
Melinda Adams
Barbara Adolay
Linda Alden
Bob Aldridge
Bob Barber
Linda Barnes
Steve Bateman
Susan Berning
Valerie Bly
Cindy Borden
Cheryl Bowers

Bill Brewer
Cheryl Brush
Kelly Buckland
Kathy Buswell
Terry Butikofer
Chuck Byler
John Cantrell
Kim Chesnovar
Susan Choate
Phil Choate
Pat Debban
Jim Deffenbaugh
Tanya Dolenar
Lee Fields
Karen Fraley
Wayne Frieders
Humberto Fuentes
Laura Gleason
Michael Graham
Sam Greer
Kathy Hagler
Bruce Harrold
Larry Hertling
Shelia Jones
Larry Koomler
Ricki Kozumplik
Pamela Langley
LaDonna Larson
Elsa MacDonald
John McAllister
Allison McClintick
Candy McElfresh
Archie McGregor
Katie Montgomery
Jim Mowbray
Cliff Olson
Bob Perky
Christine Pisani
Steve Porter
Lynda Reiley
DebAnn Rippy
Dania Rivers
Judie Rowbury

Ethna Scaraglino
Jack Shaver
Shirley Spencer
Norma Stankevitz
Ann Stephens
Rachel Stocking
Christie Stoll
Kris Suiter
Steve Tencich
Barry Thompson
Roy Valdez
Nancy Vannorsdel
Judy Welker
Betty Wilson
Lori Winn
Brenton Sempreviva